



# Personal Wellbeing

**Event Heading:**

Mindset Change & Paradigm Shift - "Adaptive Mindsets in Action"

**Event Schedule:**

Date: Wednesday 17 Jun 2020

Time: 5-6pm (GST +8)



# ThinkE

<https://thinke.co>

I help professionals and organizations transform their thinking (mindsets) & effectiveness

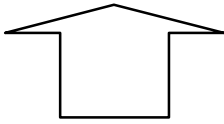
I do this through a unique and structured program combining neuro-science, value science and behavioral science



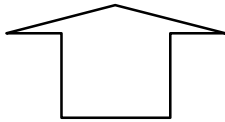
# Agenda

- Understand what mindset is and why it's important
- Gain an appreciation of the nature of our mind/mindsets
- Examine the relationship between mindset and behavior
- Learn how we can measure our mindsets using a scientifically validated tool and how to shift them using a structured process
- Explore unhelpful mindsets and how to change/adapt them

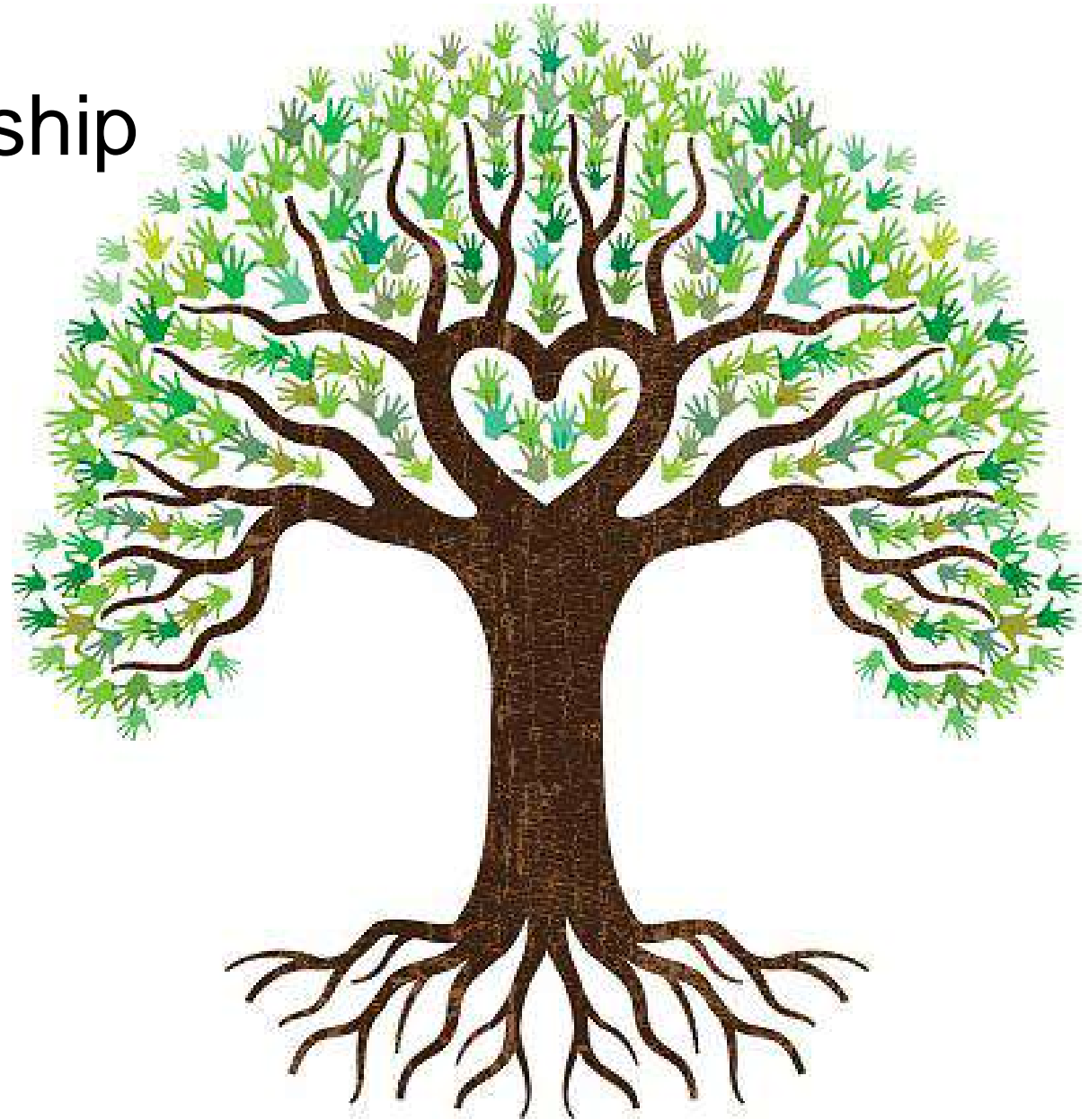
# Effective Family, Organizational, Community Leadership & Culture




Good people  
leadership &  
engagement



Good Self  
leadership  
(personal mastery)







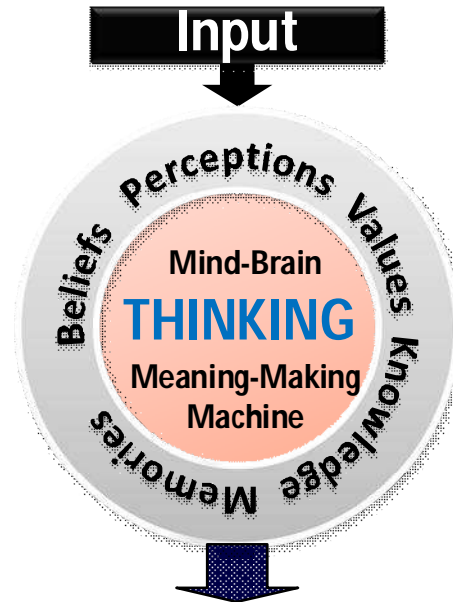
“If you'd like to help someone else change his/her mindset, help that person to get to know him/herself better

# What is Mindset?

“Our way of thinking, our attitudes and beliefs about ourselves and the world”



# Our Mind Brain is a **Meaning Making Machine**

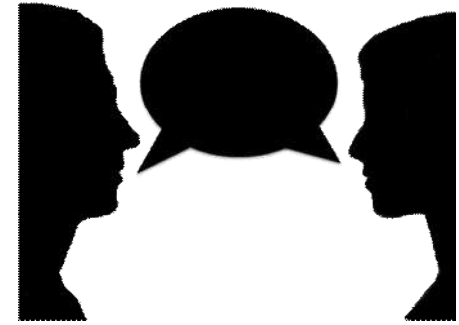


Perspective (Value Judgment)

Whatever input we take is filtered through our beliefs, perceptions, values, memories, etc



# Example

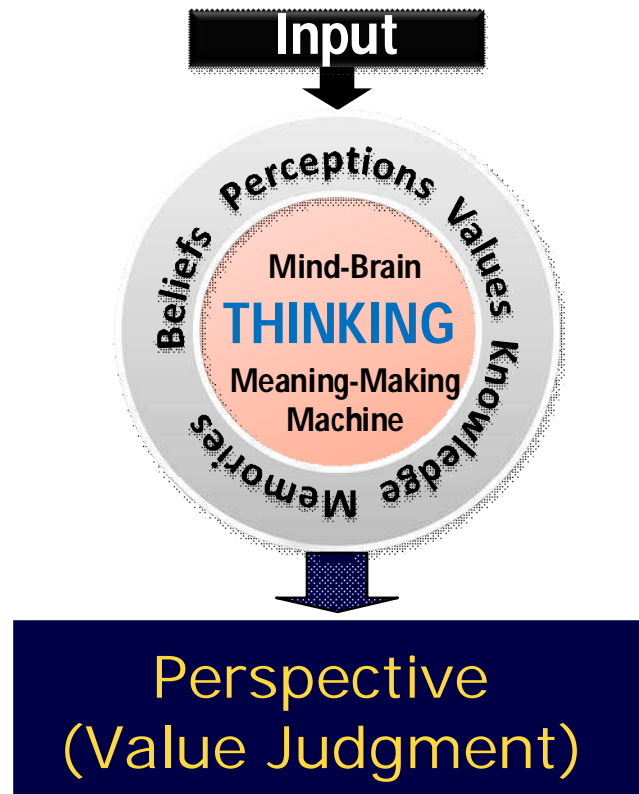


John and Paul are work colleagues. Both are teaching staff at a local university. John often comes to Paul's desk and ask for help on how to find information, teaching methods and other admin matters. However when Paul has a request for John to help him, John will say he doesn't know and is not able to help.

The other day, Paul was talking to another friend, Billy and says to him "John is always coming to me for help but when I ask him for help, he doesn't reciprocate. How do I deal with John?"



# What is Paul's **Story** with regards to his situation with John?



## Possible Interpretation

- John only takes, doesn't give
- John is selfish
- John needs to learn to be independent
- I (ie. Paul) should help John if I can
- If I (i.e. Paul) say "No" to John, I feel guilty

Mindset = “Our way of thinking,  
our attitudes and beliefs about  
ourselves and the world”

**Self  
View**



**World  
View**







# Self View

## How we see ourselves

- Our self-image
- Our self-esteem
- Our courage
- Our expectations (of self and others)
- Our roles & responsibilities
- Our Goals
- Our Purpose



# World View

## How we see the world and other people

- How we relate to other people
- How we relate to problems & priorities
- How we relate to processes (how things are done e.g. rules, risk taking)

# Our Value Judgments (Perspectives) can be measured





# How to gain Awareness of your own Mindsets?

Step One  
Take a Mindset Measuring  
Instrument

# VOQ

## Value (Judgement) Quotient

A scientific measurement  
of how you think



VO Summary

A "DNA" analysis of your thinking, it measures WHY you do what you do, THINK like you think, and ACT like you act



# VQ Profile® Assessment

## VQ Profile®

- Based on Formal Axiology assessment (HVP)
- Developed in the 1960s and scientifically validated numerous times over the past 50+ years.
- Integrates the latest findings in cognitive neuro-science and psychology.
- Measures how and how well a person **THINKS** from **36** unique axiological perspectives (ways of thinking).
- Designed as tool for transformation and development.

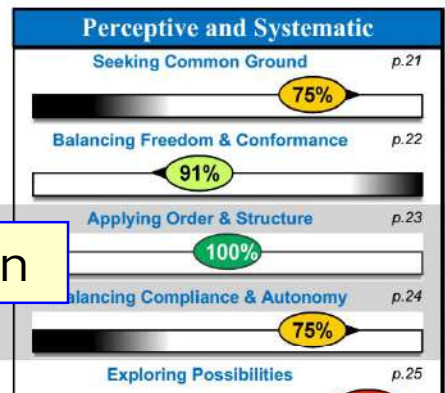


# VQ Profile – measure of our value judgements on 36 dimensions

**Examples**  
**IMPACT** of  
 our VQ  
 perspectives

## WORLD-VIEW

Empathy towards others



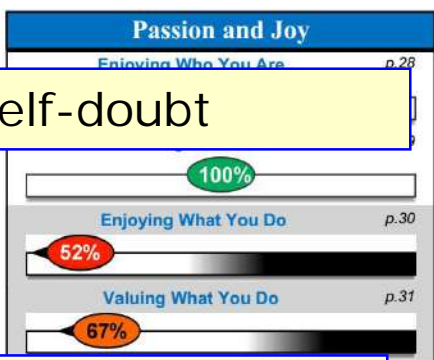
Action Orientation

Mindset towards Change

Mindset on Risk & Uncertainty

## SELF-VIEW

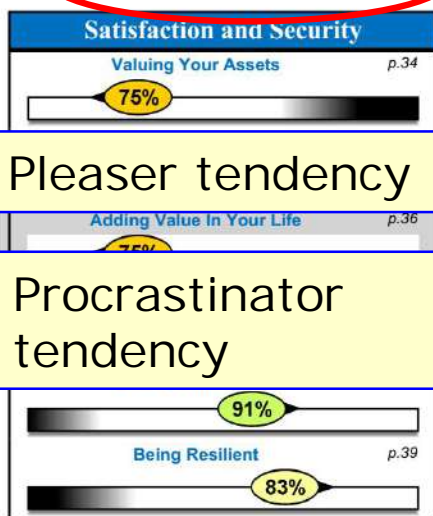
Self-doubt



Pleaser tendency

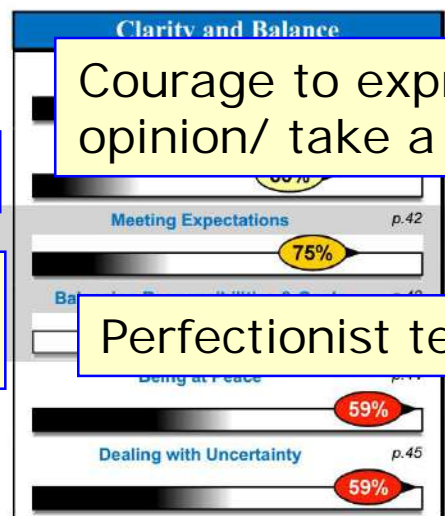
Procrastinator tendency

Feeling obligated

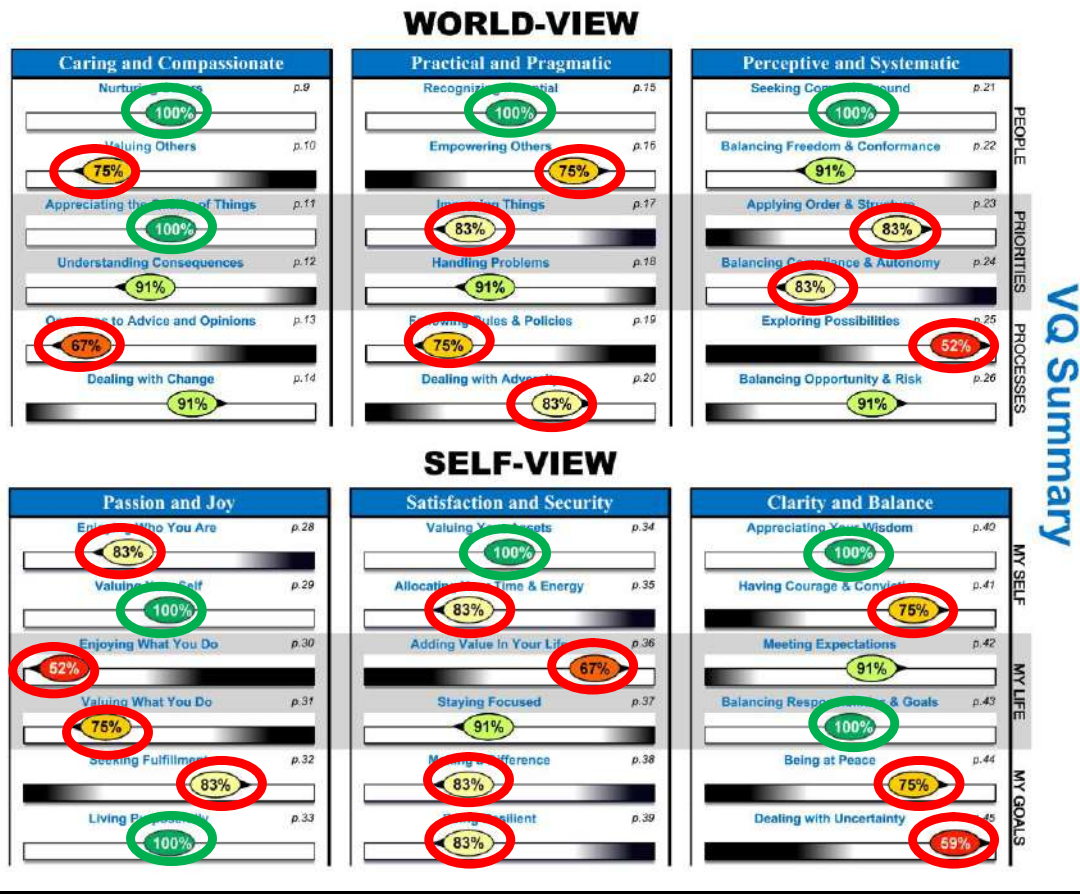


Courage to express opinion/ take a stand

Perfectionist tendency



# VQ Profile<sup>®</sup> Assessment



VQ < 100% - **Cognitive Bias**

The lower the score,  
the greater the potential  
it's a **Cognitive Liability**

**Most Highly-Habituated**

**Influence 85-95% of decisions,  
emotions, and behaviors**

VQ = 100% - **Cognitive Asset**

**A BEST & Balanced Way of  
thinking**

# Our Biases, usually habitually triggered can lead to People & Performance problems

We micro-manage and want to control everything



We get agitated/irritated and overdo it by criticizing others



We become too quiet and not speak up even though we have a different view





# How to gain Awareness of your own Mindsets?

Step One

Take a Mindset Measuring Instrument

Step Two

Practice Mindfulness

# Benefits

- Mental awareness of our thinking allows us to choose to **respond and not to react**
  - e.g. when you see someone's eyes half closed while you're making your presentation
  - e.g. when someone challenges the point you're making or your proposal
- Allows us to examine our assumptions and biases which may be erroneous
- Helps you better connect with others

# How to Change Mindsets?

1. Gain awareness of own mindsets
2. Practice Mindfulness
- 3. Use a structured process to reframe your thinking**

# Structured Process to Shift Mindsets

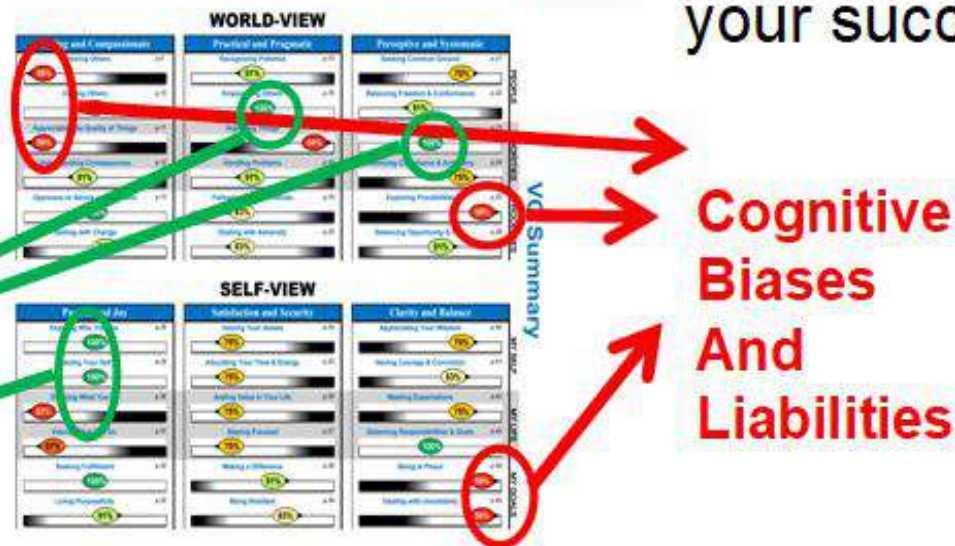
## Steps 1-2-3

1 What do you want and why?  
(Any goal, skill, or aspiration)

2 What thinking undermines your success?

3 What thinking can propel your success?

Your Cognitive Assets!





# 2 Disempowering Mindsets

# Critic Mindset



- Critical of **Others** (expecting a certain “standard” from others)
- Critical of **Self** (expect a certain “standard” from self)
- Example (meeting that didn’t happen)
- Example (issues in virtual meetings)

VQ perspective: overly high on “Meeting Expectations”



# Worrier Mindset

- Constant worry things won't work out or too difficult to do, too many obstacles. It may result in procrastination
- Example: (doing something new/unfamiliar for the first time e.g. facilitating)
- Example: (taking on a new job/role)





# Shift to **Valuing** **Self** Mindset

- Ask yourself “What are my strengths that I can use to help me?”

# Shift to **Growth** Mindset

- Ask yourself “What can I learn and improve even if I face setbacks?”
- How can I keep learning and get better?
- What is the next step I can take to get me closer to what I want?



# For further Self or Org development



## Leadership Mindset Mastery

(1 day program or 2 half-days online)

- Critical components of Self-Awareness
- Recognize dis-empowering frames of mind and how it sabotages us
- Identify personal triggers
- Personal change model, strategies & tools

### Additional modules

- A comprehensive VQ (Value Judgment Quotient) report on thinking biases and strengths
- Two 1-1 coaching (or group) sessions for each participant
- Online access to LMS with comprehensive learning material for 1 year

Format: Online Zoom, Face to face, Coaching



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